

OCCUPATIONAL HEALTH POLICY STATEMENT

Introduction - We recognise Health Surveillance is about watching out for early signs of work related ill health in our employees exposed to particular health risks.

It is our policy to:

- Through the risk assessment process, determine what health hazards requiring an element of health surveillance remain after applying control measures.
- Identify who requires health surveillance, how often and the method to be used, by checking against specific Health and Safety Regulation requirements and the HSE Guidance (Reference Constructing Better Health - Health Assessment Matrix).
- Ensure a responsible person is appointed to manage and monitor the surveillance requirements, supported by information and training proportionate to the requirement.
- Where necessary, use only qualified and competent occupational health professionals to determine the appropriate level, frequency and surveillance procedure to be applied.
- Collect, update, and use, data and information for determining and evaluating hazards to health.
- Involve employees of the Company at an early stage of the process to ensure they understand their role and can be confident there are safeguards to protect them if evidence of ill health is found.
- Where necessary, obtain employee consent for certain surveillance procedures and provide assurances that their medical information is treated in confidence.
- Follow Employment and Data Protection laws to ensure we do not discriminate against disabled candidates or others potentially requiring health surveillance.

For and on behalf of the Directors of Malden Roofing Contractors (Sheffield) Ltd.

D. Bullas

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Managing Director
11th June 2018